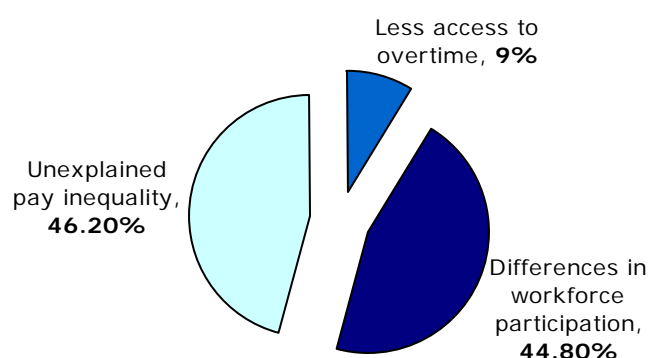




pay equity statistics november 2006

Components of the gender pay gap



Average Weekly Earnings	Full-time adult ordinary time average weekly earnings	Full-time adult total average weekly earnings	Total average weekly earnings
<i>Women's earnings as a percentage of men's</i>	83.6%	80.4%	64.5%
<i>Gender pay gap</i>	16.4%	19.6%	35.5%
<i>Total</i>	100%	100%	100%

Breakdown of pay gap components	Unexplained pay inequality (the gap in men and women's full-time ordinary hour earnings)	Less access to overtime (the gap in full-time adult total earnings minus the gap in full-time adult ordinary earnings)	Differences in workforce participation (the gap in total earnings (ie, 35.5%) minus the gap in full-time adult total earnings (ie, 19.6%))	Total pay inequality (the gap in men and women's total average weekly earnings)
<i>Portion of total pay gap</i>	16.4%	3.2%	15.9%	35.5%
<i>Percentage of total pay gap</i>	46.2%	9.0%	44.8%	100%

SOURCE: ABS Average Weekly Earnings, Australia, Nov 2006, Cat No. 6302.0, Table 1, trend data:
<http://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/6302.0Nov%202006?OpenDocument>